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# Employing Foreign Talent: Visa Challenges and Compliance Insights, Featuring *The Proposal*

## Hiring to Firing Podcast

### SPEAKERS

[Tracey E. Diamond](#) | [Evan Gibbs](#) | [Robert J. Lee](#)

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In this episode of *Hiring to Firing*, hosts Tracey Diamond and Evan Gibbs delve into the complexities of employing foreign workers with special guest Robert Lee, partner at Troutman Pepper who leads the firm's immigration practice. Listen as they discuss various work visas and legal compliance issues involving business immigration. The episode also explores the real-life implications of visa denials and the process of marriage-based citizenship, featuring clips from the popular film, *The Proposal*, starring Sandra Bullock and Ryan Reynolds.

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Troutman Pepper's [Labor + Employment Practice Group](#) provides comprehensive thought leadership through various channels. We regularly issue advisories that offer timely insights into the evolving employment law landscape, and maintain the [HiringToFiring.Law Blog](#), a resource spotlighting best practices for employers. Our [Hiring to Firing Podcast](#), hosted by Tracey Diamond and Evan Gibbs, delves into pressing labor and employment law topics, drawing unique parallels from pop culture, hit shows, and movies.

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